



Natural Resources Conservation Service
1201 NE Lloyd Blvd, Suite 900
Portland, Oregon 97232

Phone: 503 414 3200 FAX: 503 414 3101

June 13, 2007

To all NRCS Employees and Partners

**Natural Resources Conservation Service -- Oregon
Policy on Sexual Harassment**

It is the policy of the Natural Resources Conservation Service (NRCS) Oregon to uphold a system of personnel management that ensures high standards of honesty, integrity, impartiality, and conduct. Sexual harassment is misconduct that compromises these standards. It weakens the employment relationship, debilitates morale, and jeopardizes productivity. It may also undermine merit principles by rewarding or penalizing an employee on the basis of conduct that is not related to job performance.

Any NRCS Oregon employee or partner who uses implicit or explicit coercive sexual behavior to control, influence, or otherwise affect the career, salary, or job of another individual is engaging in sexual harassment. Similarly, any NRCS Oregon employee or partner who participates in deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature that are unwelcome or interfere with work productivity is engaging in sexual harassment. Finally, anyone who engages in any of the behaviors cited above while conducting business with NRCS Oregon is engaging in sexual harassment.

Sexual harassment will not be tolerated in NRCS Oregon. All reports of such behavior will be examined immediately and resolved swiftly, consistently, and fairly.

Any NRCS Oregon employee who sexually harasses another individual while conducting NRCS Oregon business will be subject to disciplinary action.

A handwritten signature in black ink that reads "Bob Graham". The signature is fluid and cursive, with the first name "Bob" and last name "Graham" clearly distinguishable.

BOB GRAHAM
State Conservationist

